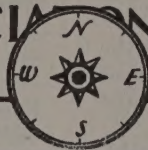


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The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS
130 E. 22d St. New York City



JUNE, 1936

VOLUME XVII, NUMBER 9

Some Issues in Employment Practices

Civil Service and Social Work Personnel

Recent Developments in Relief

Specifications for Public Welfare Positions

Nominations for Officers and Committee Members

1936-1937

Alabama's Relief Hopes Dashed

After a most encouraging initial success in obtaining an emergency appropriation from the legislature, Alabama social workers were amazed and disconcerted by the action of their State Board of Public Welfare on April 16, in spreading the small appropriation over a six months' period and otherwise depressing the relief and personnel standards involved.

The initial success followed a noteworthy gathering which assembled in Montgomery on April 1, in response to a call sent out by the Association's Alabama Chapter. Present in addition to AASW members were eighty-seven representative citizens from groups such as the Association of University Women, Federation of Clubs, Parent Teachers' Associations, Chambers of Commerce, Rotarians, Kiwanians, etc. At that citizens meeting "a state wide committee was elected to deal with the governor and with the legislature in order to devise a means for a state appropriation to match city and county tax funds. A prominent newspaper editor was elected chairman of this committee and the press support given was remarkable."

An impressive document presented at the meeting was a detailed report made by the Commissioner of Public Welfare on emergency conditions in the 64 counties. Messages such as the following from one after another of the hard pressed local areas told the story:

Colbert County

The plan for April is to give the visitors vacations, and the director and stenographer will work without pay. \$200 is available for distribution among 150 families. The situation is quite disconcerting.

Coosa County

Families have been given surplus commodities and some are being assisted by neighbors and friends. No salaries have been paid this month, as the Board has been waiting for state participation. The Department has gone on with the regular work just as though salaries had been paid. Applications for relief are increasing.

Dale County

More desperately needy cases have come to us during the past month than at any time since the Department has been organized.

Jackson County

The director is the only one left in the office for April with no hope of receiving salary. The county has made no promise of funds for April—we have no funds to look forward to unless the legislature does something immediately. None of us are quitters, but we feel that we can accomplish little with no mileage and so many new people calling for aid, even if we stay open, for we have no funds for anyone.

As an immediate result of the Montgomery meeting a bill was passed by the legislature, au-

thorizing an emergency appropriation of \$250,000. This sum was apparently to be distributed in accordance with rules established by the State Board of Public Welfare. It was assumed, however, that the appropriation would be applied to the coming three months, in view of another special legislative session expected by all factions at the end of that period. The State Board's regulations, however, adopted on April 16, spread the \$250,000 over a six months' period, made it contingent on a dollar for dollar matching by each county with a specified maximum from the state, limited it to use for aged persons, dependent children, and the mentally and physically handicapped, and provided that administrative costs should not exceed ten per cent of the total county, state and federal funds, including the value of surplus commodities handled. Furthermore it was required that no salary in the county units, or in the state (except as fixed by law) should exceed \$200 a month.

An immediate result of the State Board's action was the resignation of the Director of the Department of Public Welfare of Jefferson County, Miss Roberta Morgan.

The Chapter is planning to protest the action of the State Board. The Citizens Committee, which was appointed at the meeting on April 1, has since become a permanent organization under the Alabama Conference of Social Work with the objective of increasing the relief appropriation, and is also expected to make a vigorous protest to the State Board.

National Economy League Report Examines Relief

"Today the country faces two major problems:

1. the balancing of the federal budget
2. the development of a sound program for relief in which the federal, state and local governments and private philanthropy can cooperate effectively."

Thus begins the opening paragraph of the report of The National Economy League of a study and analysis of federal relief and work relief recently issued under the title *Federal Relief—What Next?**

While the National Economy League is primarily concerned with balancing the federal budget through a reduction of governmental spending, the report does concern itself with an interest in "more adequate and humane treatment of needy families than is possible under the present division of the field of unemployment relief." In this regard the report quotes the AASW Outline for a

* A limited number of copies of this report are available through the national office of the AASW.

Federal Assistance Program as follows:

"The public fails to comprehend that despite the enormous sums available, the recent change in the federal program has increased rather than lessened the misery and deprivation of a large part of the unemployed and others in need. The imperative need is the realignment of federal, state and local forces in a supreme and sustained effort, reaffirming the policy of a cooperative relationship between the three levels of government covering financial participation and standards of personnel and administration."

As an analysis of the experience of the federal government in relief during the past four years the report is an excellent historical summary, brief, clear and concise. Aside from the deductions drawn in line with the National Economy League point of view, the proposal which is made for a future program has certain elements which recommend it.

For example:

"We propose the abandonment by the federal government of its huge works program and the return to a cooperative system of relief in which the major responsibility for unemployment relief will be returned to state and local governments where it logically belongs, and that the federal government make grants-in-aid to states to supplement unemployment relief. Such a plan would leave to the discretion of local authorities whether relief should be in the form of work relief wages, cash home relief or a combination of these two methods. . . .

"The principle of matching federal and state grants on an equitable basis for all states is essential to a sound cooperative program. The principle is already well established in federal grants for roads, agricultural colleges, vocational education and in the new social security legislation. . . ."

While social workers can find agreement with these principles and some satisfaction in the adoption of social work thinking by the National Economy League, we should be aware of the fact that the mutual agreement on these principles spring from different motives. The National Economy League, as the name implies, has as its principal aim, economy. Concern for the needy is a secondary consideration. It is reasonable to assume that if some alternate proposal which would be more economical, if less beneficial to the needy unemployed were conceived, the National Economy League might be expected to consider it on the basis of its economical rather than its social implications.

Aid to Dependent Children

The Social Security Board has announced that sixteen states and the District of Columbia have so far submitted plans which have been approved by the Board for aid to dependent children living in the homes of close relatives.

More than 125,000 children are benefited by the cooperative federal-state system of aid now

in effect in these seventeen jurisdictions, according to estimates by the states. The federal government pays those states with approved plans \$1.00 for every \$2.00 spent in the state for this form of assistance.

During February and March the federal contribution to states with approved plans for aid to dependent children amounted to \$710,000 and for the three months ending June 30, it is expected to be approximately \$1,500,000.

Futile Wanderings

The futility of most wandering from city to city in search of work is brought out in a WPA study, the report of which was released on April 23. The study relates to migrant families and individuals (averaging about 200,000 unattached persons and 50,000 family groups) in thirteen representative cities from May, 1934, to April, 1935. A majority of those who left their homes in aimless search for work, the report concludes, would have been better off to have remained where they were. Only about a third of them found any employment except relief work, and the real jobs they obtained were short-lived.

Contrary to popular opinion these migrants were not loafers or "bums"; they wanted work. Though ill health, search for adventure, domestic troubles, and inadequate relief had in some cases influenced their decision to leave home, unemployment was the primary factor. In most cases they were able to work, only a few of them having physical disabilities. A majority had grade school education or better, and only a small group entirely lacked formal education. Most of them were unattached persons, but about one case out of every four was a family group. The typical family had three members—husband, wife, and one child under sixteen. For the most part the couples were young, with few or no social and economic ties to keep them from leaving home in search of a better environment and living.

Most of the wanderers studied went out from urban areas and usually they had no destination. Rumors of jobs or curiosity determined their direction. The unattached transients came in the main from east of the Mississippi—primarily from Ohio, Indiana, Michigan, and Wisconsin—while states west of the river—Arkansas, Louisiana, Oklahoma, and Texas—ranked first as the origin of migrant families.

The report confirms the conclusion, which was everywhere accepted in 1933, that the transient problem is unescapably federal. That conclusion, which resulted in the establishment of the Federal Transient Division, is as valid today as it was three years ago; it calls for a reestablishment of that specialized division as part of the federal relief program to which the AASW is committed.

A New Low in Relief Standards

Significance of Recent Developments

Since the withdrawal of the federal government from participation in a direct relief program, it has been freely predicted that local administration of relief would revert to old poor-law standards and that pauper treatment ultimately would be the lot of those dependent upon local welfare units for their subsistence.

There is increasing evidence that this unhappy prediction is being realized and that the inadequate assistance provisions prevailing in certain sections of the country at the moment may become the accepted method of caring for those people who are now the responsibility of state and local jurisdictions.

Events during the past three weeks bear witness that the prediction is an accomplished fact in some areas. In one eastern community town officials authorized families to beg their food from merchants and householders when town funds for relief were exhausted. Recently newspapers have reported the encampment of delegations of unemployed in legislative chambers in New Jersey, Pennsylvania, and Missouri protesting the abandonment of state aid for relief, calling to mind the "hunger marches" of the early period of the depression. Within the next few months many states will have liquidated their state organizations and turned relief responsibility over to the local authorities, despite the fact that many of these units are admittedly unable to finance an adequate program.

One of the factors in this growing tendency of state governments to withdraw from participation in local relief programs, is undoubtedly the lead which was given by the federal government when it announced that it was going to "quit this business of relief," and withdrew federal financial aid to states in favor of a restricted federal work program designed to provide for a fraction of the group on relief.

The preliminary announcements of this intended move by the federal government in official releases and statements gave the impression that all but a very small number of the group then receiving public assistance would be cared for through the federal work program, leaving a small residual group, calculated as the normal relief load, to be cared for by state and local governments. The effect of this announcement did not immediately register in local areas as there were still some federal funds available for direct relief during the period when the change-over from a federal-state-local work and relief program to a restricted federal work program was being effected.

It was not until many local governments had made appropriations as sponsors of work projects

that they discovered that large numbers of relief clients who could work, as well as those who could not, were continuing to need relief because of limited quotas for which the federal government accepted responsibility.

This, coupled with the fact that the number of direct relief recipients tended to increase as new applicants became eligible, has burdened state and local units with case loads far in excess of the number which had been predicted as their probable residual load.

The segregation of the "unemployables" from the total group in need of assistance tended to focus local attention upon them and in many localities this classification became synonymous with "undesirable."

Consequently, we find a number of state governments announcing that this group should be the sole responsibility of county, city and town governmental units, and withdrawing state aid for general relief in the cities and towns.

This action is prompted in some instances by the fact that state relief expenditures are tied up to particular taxes, such as a general sales tax, which seldom has popular support. The abolition of a general sales tax for any purpose usually meets with fairly general approval, and when coupled with relief, the real issue is often lost sight of by those who oppose a general sales tax as a matter of principle.

Meanwhile newspaper reports of the expenditure of millions of dollars for work relief, the reiteration of the proposition that all able-bodied and employable needy were and would be provided with jobs through the work program, recurrent reports that general business and industry were on the up grade, statements by organized groups denouncing increased taxes and governmental spending for relief, added to frequent and repeated charges that relief recipients would not work if given an opportunity, have penetrated the public consciousness. These irrelevant proc-

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lamations have served to confuse public understanding of the subject of relief and need.

There is a need at this point for an informed public opinion, and social workers as a group are in possession of the facts which the general public should be aware of, if public attitudes are to be changed to accept the situation in its true light.

The preamble to the American Association of Social Workers' Outline for a Federal Assistance Program sums up this need and points the way in the following excerpt from that document:

"The public fails to comprehend that despite the enormous sums available, the recent change in the federal program has increased rather than lessened the misery and deprivation of a large part of the unemployed and others in need. The imperative need is the realignment of federal, state and local forces in a supreme and sustained effort, reaffirming the policy of cooperative relationship between the three levels of government covering financial participation and standards of personnel and administration."

Groups with widely different points of view on the subject of governmental expenditure for relief have found a common ground of agreement in the essentials of this outline. It has been widely quoted and described as representing a sound and satisfactory approach to the solution of the problem of providing public aid on an intelligent and humane basis.

—T. H. H.

Employment References

In the article "Dismissals—When, Why, How" in the December, 1935, *Compass*, reference was made to certain principles of reference writing. The Employment Practices Committee of the New York City Chapter has recently had occasion to study some of the professional questions involved in writing employment references and has outlined the following principles as a basis for further exploration of the problem:

References should concern themselves solely with the competence of the person under consideration.

They should be specific and concrete and preferably based upon an evaluation of the employee's work.

They should be written by or on the basis of material furnished by the person who is most familiar with his work.

Nothing should be said in a letter of reference which has not previously been discussed with the worker.

Competence and Residence

The Committee on Employment Practices has interested itself in the recent discharge of some 30 employees of the St. Louis Relief Administration because of non-residence within the St. Louis City limits. The approach has been to the Administrator and the Chairman of the St. Louis Relief Administration and discussion has been from the point of competency and training rather than because of other considerations. In the final conference the Committee on Personnel Standards and the League of Women Voters accompanied the Employment Practices Committee. Nothing could be done about reinstating those who were laid off but the Administrator did say both in conversation and in writing that "it will be the policy of the St. Louis Relief Committee to employ people residing in the city of St. Louis as long as competent people residing therein can be obtained. If we cannot find competent people residing in the city of St. Louis, we will, of course, employ them from some other place."

Employment Practices and Professional Relations

Questions relating to employment practices such as tenure of office, dismissal procedure and the right and duty of members of the profession to cooperate with community organizations other than the one in which they are employed, came to the fore in the first case submitted to the recently organized Professional Relations Committee of the National Association of Employed Officers of the YWCA.*

This committee was organized "to investigate situations in which the status of individual members of the NAEO or the profession as a whole has been put in jeopardy due to unethical practice and to recommend action to be taken by the secretary concerned and by the local Association."

The committee's first case, which led to recommendations on standards of employment practices, was that of Marion Briggs, industrial secretary of the Central Branch of the Pittsburgh YWCA. Miss Briggs was dismissed by the Pittsburgh Association at the end of one year of service after an issue had been created by the Pittsburgh organ of a newspaper chain which attacked the Association and Miss Briggs in connection with the Association's offer of the hospitality of its Central Branch building to the Youth Congress of Western Pennsylvania. Because four of the 85 delegates to the Congress were discovered by the

* A summary of the report of the Professional Relations Committee on this case, by Annetta M. Dieckman, appears in *The Womans Press*, published by the National YWCA, for April, 1936.

newspaper to be representatives of the Young Communist League and because Miss Briggs was a member of the Continuation Committee of the Youth Congress, there was a barrage of unfavorable publicity, the end result of which was that the Pittsburgh Association did not renew Miss Briggs' contract at the end of a year of service.

The investigation of the issues by the Professional Relations Committee and the preparation of the report necessarily consumed a considerable period of time. In the meantime the National YWCA had recommended Miss Briggs for other positions and had asked the Pittsburgh Association to clarify its policies with reference to its industrial secretaries and their participation in community organizations before considering any recommendations for the vacancy at Central Branch. The Professional Relations Committee therefore concluded that, although the report should be given wide publicity, it was too late to be of service in the particular situation and that more far-reaching results could be obtained by analyzing the issues in the case which revealed typical weaknesses in the practices of Associations and of their professional staff and by drawing up recommendations for improving these practices for consideration by the National Conventions of the NAEO and the YWCAs.

The recommendations regarding tenure of office, dismissal procedure and cooperation with other community organizations, as they were finally adopted at the recent National Convention of the NAEO, are given below. At the YWCA Convention the Resolutions Committee recommended that they be referred to the Personnel Bureau of the National Board and to Personnel Committees of the local Associations, and this recommendation was accepted by the Convention.

RECOMMENDATIONS OF COMMITTEE ON PROFESSIONAL RELATIONS OF THE NAEO

1. That Associations assure a chairman for the committee with which a secretary is to work in advance of calling her, or that they appoint a responsible volunteer, if possible a member of the board, to serve until such chairman is secured;

That the personnel bureau of the National Board defer recommendation of a secretary until such action has been taken; and

That members of the National Association of Employed Officers refuse to accept positions where such requirement has not been met.

2. That Associations assure tenure of office by stating the presumptive period of appointment when calling a secretary to a position, and that throughout this period, coincident with the annual renewal of her contract, there be an evaluation of the secretary's strengths and weaknesses and of the developments in the work.
3. That when a secretary accepts a position with such assurance of tenure of office, she accept an obligation

to fill the position throughout the period unless personal or family affairs interfere, or unless there be mutual agreement to an earlier release.

4. That during this period Associations terminate relations with a secretary only after presenting reasons therefor with unmistakable definiteness and formality; and when these reasons relate to professional incompetence that such action be taken only after assuring themselves that such criticism has been unavailing; provided in any case that at least three months' notice to terminate relations has been given the secretary before the decision becomes effective.
5. That Associations adopt the following procedures for considering the dismissal of a secretary during her tenure of office:
 - (a) A recommendation from the committee to which the secretary is directly responsible.
 - (b) A recommendation from the personnel committee, including representatives of the staff.
 - (c) Whenever these recommendations disagree, a conference between the two committees to attempt to make a common recommendation, and
 - (d) Action by the board of directors based upon these recommendations.
6. That in making a decision regarding the termination of the services of a secretary who has been under public attack, Associations give serious consideration to the effect of such action on the status of the profession and on the struggle between liberal and reactionary forces throughout the country.
7. That both the Associations and the professional staff recognize the necessity, the danger and the mutual educational value of cooperation with other community organizations, especially in those numerous instances where such cooperation is neither formally authorized by the board of directors nor yet independently undertaken by the secretary as a citizen on her own responsibility.
8. That the National Board appoint a committee to study thoroughly what constructive publicity is desirable when an Association or its staff is under attack, and further, that the National Board make recommendations as to general procedure and furnish advice in specific instances.
9. That secretaries whose work includes encouragement to social action by widely different methods, such as action through pressure groups and action through the conference method, strive to make themselves equally proficient in such methods and learn to discriminate as to the conditions for their effective use.

Have Social Workers Civil Rights?

Policies leading to demotion or discharge from social agencies for reasons other than competence have been under scrutiny by the Detroit Chapter as a result of a study by the Chapter's Procedure Committee of two cases in the SERA raising this issue. The committee was convinced after its examination of the facts that demotion or discharge had occurred in these two cases largely be-

cause of the social views and organizational activities of the workers, although in one case this was less clear as the administration claimed that the worker's propagandizing of the staff had interfered with his efficiency.

The Procedure Committee stated in its report, which was adopted by the Executive Committee of the Chapter, that important questions of civil rights and personnel practices of public agencies were involved in these two cases and that it was of the opinion "that social work employees have a right to organize in any association or trade union of their choosing and a right to be recognized as a collective body by the employing agency for purposes of negotiations relative to employment practices and of participation in the formulation of relief and other policies affecting the clients. Social workers, too, have the right of freedom of opinion and expression on any social questions, subject only to such limitations as apply to any citizen. A staff member should be careful, however, in discussing controversial subjects to indicate clearly that he is speaking for himself and not as a representative of the agency."

The committee also recognized that "there is a borderline area where criticisms of the employing agency's policies might shade over into a matter of loyalty to the agency and of ethical procedure. Much depends on method, tone and circumstances. It is all the more important, therefore, that commissions, administrators, and staffs, all be imbued with the spirit of genuine acceptance of the duties and responsibilities devolving on each group and be motivated by a willingness to cooperate in the solution of knotty borderline situations. In addition, it is necessary to create permanent machinery in each agency with adequate staff representation which could be used as a means of airing grievances, of modifying out-moded practices, where possible, and adjudicating specific complaints."

Further study by the committee of some of the general problems involved in these two cases was recommended, such as the following:

- (a) organization and collective bargaining of social work employees.
- (b) organization of clients into pressure groups.
- (c) protection of social workers in their professional and civil rights.
- (d) ethical procedure on the part of staff members who disagree with certain policies and practices of the employing agency.
- (e) the setting up of machinery for democratic discussion of controversial issues and settlement of disputes.

California Council Meeting

The California Council AASW, held its first annual meeting recently at the time of the California Conference of Social Work. The meeting was attended by almost 300 members from chapter and non-chapter territory in the state, Reuben Resnik, Chairman of the Council reports, and enthusiastic conviction about the usefulness of the Council was frequently expressed. The program for the meeting included a paper by Wayne McMillan on "The Place of a Professional Organization in a Program of Social Action," and a summary by Mr. Resnik of the aims, objectives and accomplishments of the California Council during its first year of existence.

The objectives of the Council as set forth in its governing rules are as follows:

1. To provide means of cooperation on matters of common interest to Association members in the state, to the end that the objectives of the Association may be more effectively developed.
2. To serve as a liaison committee for the Association chapters in California in all matters of common interest.
3. To serve in an advisory and coordinating capacity to the chapters and to the non-chapter members of the Association in California.
4. To be responsible for the program of the joint meeting of the California chapters at the time of the annual meeting of the California Council of Social Work.
5. To strengthen the relationship between chapter and non-chapter members and to increase the participation of non-chapter members in matters of professional concern through the state.
6. To promote the organization of local chapters in the state.

Seven meetings have been held since the Council was organized eight months ago, and in addition to details of organization, attention has been given to such matters as personnel problems in public agencies, cooperation with the State Relief Administration through service on a survey advisory committee, and the stimulation of interest in the continuance of a transient program. The Council has immediate plans for studying materials on the development of educational and training facilities for social work which have been assembled by a number of different committees.

Mr. Resnik emphasized the point that the Council has no program of its own to impose but rather has no program of its own to impose but rather "seeks to apply a program which comes out of the initiative, the experience and inventiveness of local chapters and that interest which the local group can stimulate."

Nominations for Officers and Committee Members 1936-1937

Election of Officers, Executive Committee, and Nominating Committee will be held next month when ballots will be sent to all members of the AASW.

In accordance with the by-law provision, the Nominating Committee has submitted the following list of names. One nomination is made for each of the six officers, who serve one year terms. Six names are submitted for the three vacancies on the Executive Committee, for three-year terms; two names for Chairman of the Nominating Committee for one year, and eight names for the four

OFFICERS

(One year terms.)

President.....LINTON B. SWIFT, New York, N. Y.

First Vice-President,
HARRY GREENSTEIN, Baltimore, Md.

Second Vice-President,
MARTHA A. CHICKERING, Berkeley, Cal.

Third Vice-President.....GRACE ABBOTT, Chicago, Ill.

Secretary.....LEAH FEDER, St. Louis, Mo.

Treasurer,
STANTON M. STRAWSON, Westchester County, N. Y.
(nominated for re-election)

The following nominations are listed alphabetically:

EXECUTIVE COMMITTEE

(Three to be elected. Three-year terms.)

PIERCE ATWATER, St. Paul, Minn.

EWAN CLAGUE, Washington, D. C.

MARJORY EMBRY, Houston, Tex.

other vacancies on the Nominating Committee.

Additional nominations are possible if made by petitions signed by 100 or more members. Such petitions should be sent to Elizabeth Dexter, Secretary, 130 East 22nd Street, New York City, not later than June 20. Ballots will be mailed July 1.

Members of the Nominating Committee for this year are: Antoinette Gannon, New York, Chairman; William W. Burke, St. Louis; Arlien Johnson, Seattle; Wendell E. Johnson, Toledo; and Florence M. Warner, Arizona.

EXECUTIVE COMMITTEE (Continued)

MARION HATHWAY, Pittsburgh, Pa.

MALCOLM S. NICHOLS, Boston, Mass.

FLORENCE SYTZ, New Orleans, La.

NOMINATING COMMITTEE

Chairman

(One to be elected. One year term.)

FRANK J. BRUNO, St. Louis, Mo.

WAYNE McMILLEN, Chicago, Ill.

Members

(Four to be elected. One year term.)

RUNO E. ARNE, Berkeley, Cal.

HELEN W. HANCHETTE, Cleveland, O.

LILLIAN J. JOHNSON, Seattle, Wash.

BETSEY LIBBEY, Philadelphia, Pa.

GEORGE W. RABINOFF, New York, N. Y.

FLORENCE L. SULLIVAN, Phoenix, Ariz.

CONRAD VANHYNING, Jacksonville, Fla.

FORRESTER B. WASHINGTON, Atlanta, Ga.

Notes from the National Office

Meetings of the AASW at the National Conference of Social Work will be reported in the July issue of *The Compass*.

* * *

The paper by Martha Maltman and Grace Marcus, *Some Points on Professional Standards*, given at the meeting of the AASW at the National Conference of Social Work, May 28, 1936, has been printed and is available at 10 cents a copy.

* * *

The attention of members is being called to the substantial saving which can be made by the Association if dues are paid promptly when the first bill is received. A notice is now being sent with all bills reminding members that the cost of sending second and third bills is very heavy and that more funds will be available for activities which the members are interested in supporting if they will cooperate in reducing the cost of collecting dues by making payments promptly.

Some Chapter Activities

Cincinnati. The *Barometer*, a quarterly chapter publication sponsored by the Professional Education Committee, made its first appearance in March. The publication will register "activities of the local chapter and local events of significance to social work."

Cleveland. A study of present social work salaries and present cost of living of social workers is being made by a Sub-Committee on Salaries of the Employment Practices Committee. Members of the chapter have promised their cooperation so that the findings will represent a sufficiently large number to have validity.

Nebraska. The chapter has been actively promoting the establishment of a graduate school of social work at the University of Nebraska. As a result of this the Board of Regents of the University recently announced that it had approved the establishment of such a school and had included in its budget "an item providing for the courses to meet the minimum standards of the American Association of Schools of Social Work."

The Merit System in Social Work Administration

By G. LYLE BELSLEY

Director, Civil Service Assembly of the United States and Canada

TO A greater extent than ever before, public attention is now being directed simultaneously to the improvement of public personnel practices and to the development of satisfactory social work administration. These two major problems have been brought squarely to the fore within recent years partly as a result of the vast growth in the number and variety of public employees and partly because of the unusually rapid increase in social welfare legislation. The pressure by the unemployed for jobs, the movement in social work for professional standards, the protests of the taxpayers against the rising costs of government, and the various needs and demands of millions of distressed citizens have combined to make the question of improved personnel practices in public welfare work a subject of vital concern to the entire nation.

The development of merit systems in all governmental jurisdictions would unquestionably simplify the administration of public welfare programs. Many devices have been adapted and developed in experience with social work personnel which could be assembled and utilized in the selection and maintenance of competent and efficient staff for administering the complicated parts of a large program.

Although, in a few isolated instances, it has been possible, because of the interest and courage of an outstanding administrator, to develop a merit system outside the framework of a formal civil service law, and although it sometimes happens that personnel legislation fails to result in such a system, nevertheless it is rather difficult to understand how a real merit system can be achieved and continued over a long period unless it can rely for its continuance on something more substantial and permanent than the sound convictions of a good administrator who may not be retained in his office from one administration to another. For this reason, the enactment of a civil service law for social workers and other public employees is a first step in the establishment of the helpful and continuing type of merit system desired. It must be recognized that laws are not self-administering. The manner in which they are carried out may be even more important than the form and content of the legislation itself. However, a good civil service law when administered by a qualified staff of adequate size is the best available insurance for efficient administration in social work as in other activities of government.

Public opinion is overwhelmingly in favor of the merit system. Referendum votes have nearly always resulted in the adoption and extension of civil service provisions for public employees. It is significant that a recent nation-wide straw vote of approximately 100,000 Americans showed that 88 per cent favored civil service methods, while only 12 per cent voted for the patronage system. Public opinion, therefore, is potentially one of the strongest factors in the country in the battle against the spoils system and the fight for sounder personnel practices.

Social workers and other professional groups (both within and without the sphere of governmental activities) have repeatedly expressed their approval of the merit system. It would therefore seem to be only logical and reasonable that such groups should join forces in an attempt to capture the latent public favor for the merit system and to marshal continuing support for better personnel practices than now exist in most governmental jurisdictions.

Furthermore, if the campaign for better government personnel is to be satisfactorily advanced, the social workers and other professional groups on the one hand should work closely with private groups and civic organizations on the other hand. Much can be accomplished by the development of a united front of all professional groups whose members are participating in either private or governmental activities. A great deal more can be realized if civic groups are appropriately informed about personnel matters and if their energies too are directed toward the improvement of public personnel practices.

Unfortunately, there still exist certain popular misconceptions about civil service problems and some unfavorable public attitudes toward the public service. These undesirable, and in many instances unwarranted, beliefs and attitudes can be corrected and overcome if professional groups will unite in a program of popular education about the necessity for adopting proper professional standards for recruitment to the public service and about appropriate methods for dealing with employees after they have been selected for civil service positions.

One common and undesirable result of existing attitudes which develop because of incorrect and incomplete information is amply demonstrated by the establishment, in some fields of public employment, of special preferences and rigid restrictions which redound to the detriment of the service.

Special privileges for special groups clearly violate all fair and sound notions of the merit system. Political favoritism is probably no worse for the public service and for professional standards than are such counter-selective factors as veterans' preference and other extraneous considerations.

Unnecessarily rigid residence restrictions frequently prove to be a severe handicap in the selection of qualified public servants. Too frequently, such residence restrictions render it impossible for local communities to obtain the services of highly qualified individuals of superior ability merely because those individuals are, at the time, residing in another area. Social workers have often seen their own professional standards hammered to a lower level because of the widespread belief that local positions should be available only to local people. Furthermore, the social workers are outstanding losers in such situations because careers are thus definitely limited by geographical boundaries.

The nation-wide campaign for the merit system which is now being carried forward by a number of civic and professional organizations should be intensified. The whole-hearted support of the American people should be enlisted in this endeavor. It is now more essential than ever before that the public be informed concerning the value of a comprehensive program of good personnel administration, including, among other sound practices, provisions for a classification plan with uniform titles for similar duties, salary schedules based on the principle of equal pay for equal work, in-service training for employees, a promotional system which offers a career service to all qualified employees without regard to residence requirements, a follow-up system which makes it impossible for employees to become lost in blind alley positions, and a pension plan which is actuarially sound. Such a personnel program, if properly administered, would unquestionably bring permanent benefits to all citizens and taxpayers in the form of better services and lower costs.

As governmental functions become more technical in character and as they increase in variety and scope, it becomes increasingly important that those who are to administer such functions should be highly qualified for their work. Similarly, as social welfare programs, which have been given tremendous impetus within the last five years, are gradually carried into effect, it is important to the general public, the government service, and particularly to the social work profession itself that they be administered wisely and courageously. It would seem that this end can be reached most expeditiously and most satisfactorily if all governmental jurisdictions adopt some form of merit system. Furthermore, the development of such merit systems will undoubtedly

furnish the greatest possible insurance against unjustified sabotage of professional standards that have been established and adopted by those who have decided to make social work a career.

On Civil Service Openings

The following has been sent as a letter to chapter chairmen through whose efforts some of the suggestions can be put into operation for the accomplishment of an exchange of this kind of current information for the benefit of all interested members:

Only through the chapters and individual members can the AASW in the last analysis effectively influence good selection of personnel in state and local public welfare administration.

Both because of the Association's basic conviction about the merit system selection and because of immediate special interest in state and local programs that begin to develop in connection with social security legislation, the national office is making a special effort to disseminate information about openings under civil service.

We are interpreting the professional association's interest in selection of personnel and renewing our request to the ten state civil service commissions (New York, Massachusetts, Illinois, Kentucky, Wisconsin, Colorado, New Jersey, California, Ohio, and Maryland) that we receive all announcements of examinations offered. We hope that a good proportion of announcements about social work examinations offered by state civil service commissions as well as by the federal civil service commission may reach us in time to permit their timely dissemination through *The Compass*. It is a known fact, however, that it is not always possible to do this through a monthly publication within the time set between announcements and examinations.

We should like to be able to supplement this kind of information with data which chapters can send the national office. That is to say there are separate county and municipal civil service commissions, some of which are in states where there is no state civil service commission. It would be extremely useful if the chapters could take responsibility for assigning to a committee or an individual responsibility for getting continuously information of this kind regarding examinations offered.

Where there is no residence requirement or where there is a liberal residence requirement, this information would be worth transmitting through *The Compass*.

Where no civil service procedure exists, information about the procedure that is set up for selection of personnel would also be important to the chapter area and the national office.

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This Business of Relief, the Proceedings of the 1936 Delegate Conference, is more than a record of an annual meeting of the American Association of Social Workers. This volume is a symposium of some of the best informed thinking in this country on the subject of unemployment and relief contributed by social workers, economists, state and local administrators, and public and private social agency executives who have been directly concerned with the problem of public assistance during the past five years.

As a source of reference this publication will be valuable not only this year, but for years to come. Social workers, executives, board members, informed lay persons, and students of social ills and public affairs will find in this collection of papers a fund of information and valuable material available in no other volume or collection of volumes published during the past five years.

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Ohio Council Protests Dismissals

The Ohio Council of the AASW sent the following resolution in support of qualified personnel and stability in public welfare service to the Governor of Ohio and the press:

WHEREAS: The high standards of child care set up in the State Division of Charities by previous administrations and maintained by the present administration up to this time affects very vitally the welfare of thousands of children under care of the children's agencies and institutions in every community throughout the state as well as the children under the direct supervision of the Division of Charities;

WHEREAS: Such standards of child care are the concern of thousands of voters in Ohio interested in child welfare;

WHEREAS: The contemplated discharge of certain staff members and the abolition of certain key positions on the staff of the Division of Charities, with a possible replacement of qualified staff by provisional appointments of persons with purely political qualifications, will result in serious disintegration of the child care program in Ohio, not only from a state aspect, but in every local community in the state in which the Division of Charities is required by law to safeguard children's interest through its licensing power;

BE IT RESOLVED THAT we, the members of the Ohio Council, American Association of Social Workers, protest vigorously the contemplated changes in personnel within the State Division of Charities;

AND BE IT FURTHER RESOLVED THAT we, the members of this organization with representatives in practically every county in Ohio hereby pledge ourselves to bring to the attention of local groups in every community of the state the disastrous results to the children of Ohio of the proposed changes within the Division of Charities.

Retirement Plans in a Related Field

For reasons that are basically identical, public health nurses as well as social workers are studying retirement plans. A committee in the National Organization for Public Health Nursing is gathering comprehensive information from private agencies which employ nurses in different sections of the country that should yield a picture of current practices in that field. It is hoped that a report of findings will be available in June.

The NOPHN Board Members Manual states that it is the agency's responsibility to pay an adequate salary to enable nurses to make provision for their own annuities. The committee finds that the usual salary for a staff nurse is \$1440 a year only, a quarter of the staffs receiving no more than \$125 a month, which gives little margin for saving. The NOPHN also realizes that under the Social Security Act old age pensions are not to cover any person employed in a philanthropic organization.

HOUSING

The Housing Committee urges the chapters and individual members to do the following in order to obtain the passage of the Wagner-Ellenbogen bill:

WRITE TO

- 1—Presidential Roosevelt. Urge the President to place the full strength of his administration behind the bill.
- 2—Senator Wagner and Representative Ellenbogen, The Capitol, Washington, D. C., commending their action in introducing this important legislation.
- 3—Members of the Senate and House Committees to which the companion bills have been referred. State the social and economic value of such a plan as that outlined in this legislation.

SEE THE MEMBERS of Congress from your district if you are going to be in Washington soon. Otherwise write or wire at once, expressing your expectation that as the representative of your district, they will of course support this essential legislation.

PRESENT AND SEE that a resolution is adopted by any group or groups of which you may be a member. The following points should be covered in the resolution:

- 1—Low income wage earners in every part of the country are obliged to occupy dwellings which are a constant menace to health and safety, to life itself;
- 2—Insanitary and unsafe conditions of housing are an economic drain upon the entire community because the cost to the city of servicing them is commonly many times greater than the amount received by the city in taxes from such property,
- 3—Private enterprise finds it unprofitable to provide housing accommodations of modern standard at rents sufficiently low to meet the needs of low income wage workers and therefore it becomes the responsibility of government to do so,
- 4—The clearance of slums and the gradual rehousing of low income families will provide for a steady flow of activity in the long dormant building industry,

Send copies of your resolution, when passed, to the President, to Senator Wagner, to Congressman Ellenbogen and to your representatives in Congress.

USE ALL THE INFLUENCE you can muster to secure inclusion of the following slum clearance and low-rent housing plank in the platform of your party:

For slum clearance and the provision of healthful homes at rents low-income wage earners can pay, we favor federal assistance in the form of grants and loans to local public housing bodies.

URGE THE CANDIDATES for office—national and local, in the coming election to go on record as favorable to a nation-wide program of slum clearance and low-rent public housing.

WRITE A LETTER to the leading newspaper in your city on this whole question. Present the federal-local program of slum clearance and low-rent housing in terms of its application to your own housing situation.

Specifications for Social Work Positions

INQUIRIES from chapters throughout the country for patterns that have been worked out by professional social workers to classify public welfare positions and set up requirements increase steadily.

The Civil Service Committee of the New York City Chapter has been studying the local situation and has drawn up recommended requirements for admission to civil service examinations for four types of positions under municipal civil service in New York City.

The immediate issues in planning the proper transfer of Emergency Relief Bureau work to the Department of Public Welfare occasioned this effort on the part of professional social workers in response to interest shown on the part of certain civil service officials. It is not known as yet what the chances are for the adoption of these recommended requirements in their present form, but they are given in full here for such value as they may have to other chapters considering similar projects.

SOCIAL INVESTIGATOR OR JUNIOR CASE WORKER

Examination open to citizens.

Salary

\$1,500 per annum; pension; fair sick leave. It is recommended that there be biennial increments of \$120 until salary has reached \$1,740, which will be the highest to be received without taking examination for senior case worker.

Age

Twenty-two to thirty-nine years, inclusive. Only persons of outstanding qualifications are accepted outside the preferred age limit.

Duties

To establish the eligibility of applicants for public assistance under Department of Public Welfare, Board of Child Welfare, etc.; to discontinue assistance when the recipient is no longer eligible; to administer assistance in such ways as to enable the recipient to derive maximum benefit (i.e., advice in regard to budget, household problems, etc.); to make available such supplementary services as the organization is equipped to render, such as health, nutrition, insurance or occupational services; to utilize available appropriate community resources; to plan the handling not only of an individual case, but a case load as a whole; to render all services without interfering with the integrity, self-respect and self-confidence of the recipient.

Requirements

Graduation from a college or university with a four-year course for which a bachelor's degree is granted or its equivalent.

Equivalents for college education will be as follows: Each year in an accredited normal school may count as equivalent to one year of college.

Each year of satisfactory paid experience may be considered as equivalent to one year of college.

One year of satisfactorily completed training in a professional school of social work may count as two years of experience.

Experience requirements may be met by senior high school graduation with at least four years' satisfactory full-time paid experience within the last ten years.

Experience as equivalent must fall within one of the following designated fields:

Supervised social work in public welfare departments or other social agencies.

Teaching under supervision in an accredited school.

Nursing—registered nurses with full year approved course with certificate in public health nursing.

Additional Requirements

Candidates will be expected to have a reasonable familiarity with the main provisions of the welfare laws of the state as well as the branches of the city government and the welfare resources; they must be able to record essential data in case records in concise, intelligible English and perform the routine and clerical work efficiently.

Good health is essential and the candidates will be expected to pass a careful physical examination.

Proof of all education and experience must be submitted.

SENIOR CASE WORKERS

Examination open to citizens.

Salary

\$1,800 per annum; pension; fair sick leave. It is recommended that there be biennial increments of \$120 until the salary has reached \$2,040, which will be the highest to be received without taking examination for assistant supervisor.

Age

Twenty-five to forty-five years. Only persons of outstanding qualifications are accepted outside the preferred age limit.

Duties

The same as for Junior Case Workers and, in addition, to practice social case work with greater knowledge and skill; to assume responsibility for self-direction and, if required, for certain administrative details; and to assist, if required, in the supervision of other social workers.

Requirements

In addition to the education and experience and other requirements for junior case worker, the senior case worker must have the following, stated in order of preference:

1. Satisfactory completion of two academic years in a professional school of social work, or, one full academic year in a professional school of social work plus at least one year of satisfactory full time paid experience under case work supervision in a public or private social work organization.
2. Six months full time study in a professional school of social work plus at least two years full time paid experience under case work supervision in a public or private social work organization.
3. Four years full time paid social work experience in a public or private social work organization, at least two years of this time to have been under case work supervision.

Proof of all education and experience must be submitted.

Good health is essential and the candidates will be expected to pass a careful physical examination.

UNIT CASE WORK SUPERVISOR OR ASSISTANT CASE WORK SUPERVISOR

Examination open to citizens.

Salary

\$2,200 per annum; pension; fair sick leave. It is recommended that there be biennial increments of \$150 until salary has reached \$2,650, which will be the highest to be received without taking the examination for case supervisor.

Age

Twenty-six to forty-five years. Only persons of outstanding qualifications are accepted outside the preferred age limit.

Duties

Supervise a staff of from 8 to 15 case workers. Direct, plan and develop their work, correlating and integrating it with that of the other unit (district) or units which are functioning under the same administrator and case supervisor. Carry out educational work of the department in connection with the establishment of good standards of social case work. Supervise disbursement of funds for clients.

Requirements

In addition to the education and experience and other requirements for junior case worker and senior case worker, the unit case work supervisor or assistant case work supervisor must have the following, stated in order of preference:

Graduation from a professional school of social work plus two years' full-time paid experience in social agencies of recognized standing, practicing social case work. At least six months of this time must have been spent in assisting with the supervision and training of a small number of case workers or in carrying out administrative responsibilities beyond those usually assigned to a case worker.

Or,

The satisfactory completion, with the usual amount of credit, of one year's work in a professional school of social work plus three years' full-time paid experience in social agencies of recognized standing, practicing social case work, is acceptable, provided that at least six months of this experience is spent in assisting with supervision, etc., as outlined above.

Or,

Five years' full-time paid experience of which three years must have been in case work in agencies of recognized standing.

Proof of all education and experience must be submitted.

Good health is essential and the candidates will be expected to pass a careful physical examination.

(NOTE: These are the standards recommended by the Committee; but the Committee recognizes that in New York City it may be necessary for the Civil Service Commission to reduce the requirements of the examinations for a temporary period of absorption of the E. R. B. staff into Civil Service, and in that event corresponding adjustment should be made in the salary level.)

CASE WORK SUPERVISOR

Examination open to citizens.

Salary

\$2,850 per annum; pension; fair sick leave. It is recommended that there be biennial increments of \$150 until salary has reached \$3,300, which will be the highest to be received without taking examination for Administrative Supervisor.

Age

Twenty-eight to forty-five years inclusive. Only persons of outstanding qualifications are accepted outside the preferred age limit.

Duties

Responsible to the Administrative Supervisor for the supervision of case work in a District Office of a staff of six to fifteen assistant case work supervisors and indirect supervision, through them, of a staff of from 50 to 100 investigators.

Interpretation to the staff of the Department of its objectives, policies, procedures and legal regulations relating to investigation and relief standards.

Responsibility for developing and maintaining high standards of case work and relief administration, preserving the self-respect of the client and enabling him, through whatever services may be available, again to become independent.

In consultation with the Administrative Supervisor assignment of districts or units to supervisors and general direction of the assignment of investigators to case loads which is the responsibility of the Assistant Case Work Supervisor.

Formulating and carrying out a training program for case work staff and other means of developing the staff toward efficiency and good standards of case work.

Conducting meetings of groups of workers for discussion of case work techniques and policies.

Evaluation of case work personnel, recommendations for promotion, transfers, discharges, etc., of this group, in cooperation with the assistant case work supervisors.

Responsibility for decisions on difficult cases.

Supervision of content of interviewing and interpretation of policies in Intake Office.

Development of cooperation by the staff with other community resources, such as health, social, employment and recreational agencies.

General supervision of procedure on cases handled cooperatively with other agencies.

Requirements

1. Graduation from a college or university with a four year course for which a bachelor's degree is granted or its equivalent; graduation from a professional school of social work; and four years of experience as a paid social worker in a recognized case work agency, with some experience in directing case workers.

Or,

2. Graduation from a college or university with a four year course plus the satisfactory completion, with the usual amount of credit, of one year's experience in a professional school of social work plus 5 years of experience as a paid social worker in a recognized case work agency which shall have included at least one year's experience in directing and training case workers.

Or,

3. Graduation from a college or university with a four years' course for which a bachelor's degree is granted or its equivalent, plus six years experience as a paid social worker in a recognized case work agency, this to have included two years of training and directing case workers and some training courses in social work.

Or,

4. Satisfactory completion with credit of two years' study in a recognized liberal arts college or university, or two years normal, and in addition, eight years' experience as a paid social worker in a recognized case work agency, with two years' experience in training and directing case workers, plus some training courses in social work.

Or,

5. Graduation from high school plus ten years' paid experience in social work or one of the allied fields of which six years' experience must have been in a recognized case work agency, including three

years' experience in training and directing case workers and some social work training courses. (In this group, one year of continuous study in a professional school of social work may be substituted for the required case work experience.)

Proof of all education and experience must be submitted.

Good health is essential, and the candidates will be expected to pass a careful physical examination.

Books and Pamphlets

The Social Worker in the Prevention and Treatment of Delinquency. Margaretta Williamson. Columbia University Press. Price \$2.50.

KATHLEEN LOWRIE

The Social Security Board in cooperation with the states is accelerating the development of a permanent program for public assistance, and since large sums of national money are being invested in this work, the Board is concerned, along with the states, as to the type of administrative unit which is being set up in states and counties, and in standards evolving in terms of personnel qualifications and work practices. Many state officials, recognizing the need for an orderly governmental process for non-institutional public social work, are developing integrated welfare departments, and the growing pattern for these departments often includes a Division of Corrections and Probation. So standards in probation work, somewhat forgotten when "emergency relief" was in the limelight, are being examined afresh. The question is, what are the returns on the public money being spent for the suppression and prevention of delinquency and crime?

The Social Worker in the Prevention and Treatment of Delinquency is the fourth volume of the Job Analysis Series sponsored by the AASW and financed by the Russell Sage Foundation.* Its purpose is to discover what social workers are actually doing in the prevention and treatment of delinquency, to describe their concern with juvenile and adult behaviour which has progressed beyond the control of the family, and their effort to understand the individual's environment and personality in order to help him make a socially acceptable adjustment.

The work with child and adolescent delinquents is shown to be progressing with few obstacles, the principal problem being to secure the necessary budgets. In the adult field to which the book gives considerable space, the obstacles to be met before a social process is evolved are many

* Other volumes in the Job Analysis Series which are available are: *The Social Worker in Group Work*, Margaretta Williamson; *The Social Worker in Child Care and Protection*, Margaretta Williamson; *Vocational Guidance in Action*, John Fitch.

and difficult, and require careful consideration of next steps in organization and procedure. The challenge to the adult probation staff made by the difficult type of case work in this field, the need for friendly relations with agencies allied with the probation department because of their service facilities, and the responsibility of probation officers for participation in community planning toward removing the causes of delinquency, are evident in the book. No mention is made of the duties and responsibilities of judges although they control intake and suspension and act as fathers of the agency. This omission may reflect the trend subscribed to by those judges whose paternalism is of the modern, unpossessive type, who encourage participation of probation officers on a mature level in the business of the court, and who would perhaps subscribe to a plan giving probation officers more status as persons trained and experienced in dealing with personal adjustments, reserving for themselves that part of the court work which requires legal expertness. Such an arrangement would result in a very different application of the probation technique with all its possibilities. Instead of choosing a comparative few of the least offensive delinquents on whom to expend effort, the problem would be to analyze the criminal group so that those who are socially dangerous or in need of infirmary care might be segregated and the rest placed on probation.

Miss Williamson's book should be of interest at this time not only to those who are tied in with the actual practice involved, but to such persons as are interested in the developing public welfare program as it reapproaches the field of delinquency.

Rural Households—Relief and Non-Relief.
Thomas C. McCormick, Division of Social Research, Works Progress Administration, Washington, D. C.

The material presented in this study is the result of interviews with approximately 5600 rural families on relief, and 11,000 of their neighbors who had not applied for relief, in 47 counties of 19 states in agricultural areas.

The principal conclusion drawn from the tabulation of these interviews is that relief families appeared to be at a disadvantage in nearly all traits of age, education, work experience, prior earning ability, family size and stability of residence. The author points out, however, that in some areas the differences between relief and non-relief households were not always clear cut, indicating that many of the non-relief families were not far from relief status.

Significant factors appeared to be:

1. That relief households had changed residence across county lines in the past ten years to a greater extent

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than non-relief households.

2. Households receiving relief were larger by one person than non-relief households.
3. There were more children under 15 years in relief families.
4. Heads of relief households had less formal education. This applied also to children in relief families.
5. Relief farmers had smaller pieces of land than their non-relief neighbors. Thirty-four percent of the relief farmers had no work stock.

Social Security Board Publications. The following publications concerning the Social Security Act may be obtained from the Informational Service, Social Security Board, Washington, D. C.:

SOCIAL SECURITY IN GENERAL

The Social Security Act.

Informational Service Circular No. 1 (A Brief Explanation of the Social Security Act)

Summary of Provisions of the Federal Social Security Act Relating to Federal Grants to States

T. D. 4616 (Regulations with Respect to Records to Be Maintained for the Excise Tax Imposed by Title IX of the Social Security Act)

Regulations 90 Relating to the Excise Tax on Employers under Title IX of the Social Security Act.
Report to the President of the Committee on Economic Security.

Message of the President Recommending Legislation on Economic Security.

Functional Chart of the Social Security Board.

UNEMPLOYMENT COMPENSATION

Summary of Provisions of the Federal Social Security Act Relating to Unemployment Compensation.

Summary of State Unemployment Compensation Laws.

Actuarial Factors in State Unemployment Compensation Plans.

Draft Bills for State Unemployment Compensation of Pooled Fund and Employer Reserve Account Types.

OLD-AGE ASSISTANCE

Summary of Provisions of the Federal Social Security Act Relating to Federal Old-Age Benefits and Federal Employment Taxes.

Explanation of the Old-Age Assistance Provisions of the Federal Social Security Act.

Federal Grants to State Plans for Old-Age Assistance.

Digest of Old-Age Assistance Laws of the Several States and Territories.

AID TO THE BLIND

Explanation of the Blind Assistance Provisions of the Federal Social Security Act.

Federal Grants to State Plans for Aid to the Blind.

Digest of Blind Assistance Laws of the Several States and Territories.

AID TO DEPENDENT CHILDREN

Explanation of Provisions of the Federal Social Security Act for Aid to Dependent Children.

Federal Grants to State Plans for Aid to Dependent Children (Mothers' Aid)

Digest of State and Territorial Laws Granting Aid to Dependent Children.

IMPORTANT!

Notice to Members Who Reserved Copies of the
Directory of Members at Pre-Publication Prices.

If you ordered a copy of the *Directory of Members* at the pre-publication price and have not sent your remittance, do so at once. Reservations at the pre-publication price WILL EXPIRE AS OF JULY 1, 1936, at which time the *Directory* will be sold at the list price of \$5.00 per copy to members as well as to others.

If you received a notice dated April 18th, a copy is being held for you. Mail your remittance before July 1st, and your copy will be placed in the mail.

Make checks payable to: AMERICAN ASSOCIATION OF SOCIAL WORKERS.